

FINDINGS OF FACT BY THE 2018 SALARY COMMISSION

APRIL 24, 2018

Pursuant to Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (2017 ed.), the Salary Commission hereby makes the following findings of fact in support of its decision to adjust the salaries and salary schedules of elected and appointed officials of the City and County of Honolulu, said adjustments to be effective July 1, 2018:

1. The Salary Commission has the authority to annually establish the salaries of all elected officials, including the mayor, councilmembers and prosecuting attorney, designated appointed officials, including the managing director, deputy managing director, department heads, deputy department heads, and band director, and the salary schedules for the deputies of the corporation counsel and prosecuting attorney.
2. In order to streamline its annual review of salaries, the Salary Commission created a permitted interaction group ("PIG") pursuant to Haw. Rev. Stat. § 92-2.5 at its meeting on January 30, 2018. The PIG provided its report to the full commission at Salary Commission meeting held on February 27, 2018, recommending a 4.0% salary increase for all elected and appointed officials, with the exception of the Corporation Counsel, for which the recommendation was a 7.0% salary increase, and a 4% adjustment to the low and high end of the salary schedule for deputies of the Corporation Counsel and Prosecuting Attorney.
3. The Salary Commission held a public hearing on the PIG's recommendations on March 27, 2018.
4. In accordance with the City Charter and Chapter 92 of the Hawaii Revised Statutes, the Salary Commission's meetings on January 30, February 27, March 27, and April 24, 2018, were duly noticed and afforded an opportunity for public comment. No public testimony was received by the Commission.
5. To assist in its annual review of salaries, the Salary Commission solicited input from the City Council and City Administration and received testimony from the Department of Human Resources, the Mayor's Office, and the Corporation Counsel. In arriving at its recommendations, the Salary Commission considered all testimony and data that was provided.
6. The Salary Commission finds that a 4% salary increase for all positions within its authority, except the Corporation Counsel, is appropriate considering the duties and responsibilities of these positions.

7. The Salary Commission finds that a 7% salary increase for the Corporation Counsel is warranted in order to more closely match the salary of the Prosecuting Attorney.
8. Based on information provided by the Department of Human Resources, the Salary Commission finds that "inversion" of salaries continues to exist in certain departments, where the highest paid "exempt management" subordinates' salaries are higher than the department head and deputy department head. However, the Salary Commission believes that remedying the inversion incrementally over the years is in the best interest of the City and County of Honolulu.
9. The Commission finds that the PIG's recommended salary adjustments are consistent with the principles of adequate compensation for work performed and preservation of a sensible relationship with other city employees.

The above findings of fact shall be incorporated by reference into the Resolution to be forwarded to the Mayor and the City Council of the City and County of Honolulu this 24th day of April 2018.



KEVIN SAKAMOTO, CHAIR



BRIAN TAMAMOTO, VICE-CHAIR



MERLE KELAI



DIANE PETERS-NGUYEN



GUY TAJIRI



GERALD TAKEUCHI



CLAIRE YUEN